

THE EMPLOYMENT PROBLEM OF
THE BLIND

Ben Purse

H
Hv1945
P87 1935

Hv1945P



**M.C. MIGEL LIBRARY
AMERICAN PRINTING
HOUSE FOR THE BLIND**

By Ben Purse

4V1945
D cop1

Taken from "The Tribune" for November, 1935.

(A paper read at the meeting of the Northern Counties Association for the Blind, held at Newcastle-on-Tyne on the 17th September, 1935.)

I am very conscious of the fact that to come into an area such as this for the purpose of discussing the employment problem is, indeed, like "bringing coals to Newcastle".

I have no claim, however, to discuss the industrial problem in its wider aspects; fortunately, my concern is with but a fractional proportion of the population, and admittedly, a section of the community which, in the ordinary sense of the term, may not claim to be one hundred per cent efficient.

I am resolved as far as possible to avoid any general use of statistics, simply by reason of the fact that so often generalizations that are based upon temporary statistical evidence are apt to be, in the long run, most misleading. Therefore, I wish to make a simple statement, and although it may sometimes be controversial, my hope is that the effort may prove to be helpful and suggestive to all whose everyday business brings them into contact with what is to many of us a problem of supreme importance.

May it be said at the outset that I am not professing to carry with me from "modern Babylon" an absolute specific for this or that social ill, for I have lived long enough to realize that the reformer who professes to be able to provide a cure for every disease in the body politic is apt to become so violently doctrinaire as to lose all touch with the practical realities.

One of the major difficulties with which our scheme of welfare work is for ever burdened is the futile attempt we have made and are making to fit round pegs into square holes, and we have been trying to do this in welfare work on behalf of the blind for many decades. We have failed, of course, and we must continue to fail so long as our methods are haphazard and prefatory, and so long as we are prepared to sacrifice individual tastes, capacities and inclinations in order to maintain an outworn system.

Let us proceed then, as deliberately as we can, to face some of the important issues that are confronting us, ~~XXXXXXXXXXXXXXXXXXXXXXXXXXXX~~ not necessarily in the spirit of carping criticism, but rather with a fervid desire to discover the truth and to follow its implications no matter where they may lead. This is the business of social workers in that sphere of activity which rightly claims so much of our attention. Such a voyage of discovery is always worth while.

In the first place I want respectfully to submit to this audience that we should not be deterred from a discussion of our difficulties by reason of the appalling amount of unemployment which exists in our midst. This factor undoubtedly makes our task a very hard one, but so long as we hold the view that by reason of the loss of sight a man or woman should not be called upon to forfeit his or her citizenship, it seems to me that this employment problem is a subject for our absorbing attention.

One is not unmindful of the fact that in advocating the necessity for state and municipal action we are tacitly admitting that loss of visual faculty in some degree limits our economic efficiency, but we need not in consequence unduly emphasize this aspect of our difficulty. It is obvious that special machinery must generally be improvised for dealing with any given situation with which we may be confronted. Indeed were it otherwise we should not be assembled here for the purpose of discussing the subject I have chosen and other cognate matters.

My view is, however, that we are apt to lay undue emphasis upon the limitations of non-seeing people rather than to concentrate upon their attainments. We emphasize unduly those limitations where they should not be permitted to obtrude themselves and the consequence is that, consciously or not, barriers against the employment of the blind are erected, mainly because of the thoughtless attitude of approach.

This consideration leads me to the conclusion that the time has arrived when we should make an entirely new orientation of our problem which would involve the adoption of more practical means for the purpose of overcoming obvious difficulties. We need to exercise a more intelligent approach to this problem than we have hitherto bestowed upon it if that drastic revision and overhaul of the system is to have the desired results. It is realized by many of us that the special workshops for the blind must remain an integral part of welfare work for a very long time. Its existence is not merely to be tolerated, for it is not the insignificant contribution to social well-being which some of our guides, philosophers and friends would have us believe. Remember that this workshop movement has given us the first tangible evidence of the fact that the capacities of non-seeing people can be so developed and stimulated as to make a sensible economic contribution to self-maintenance. We may be far removed from the ideal of entire material independence at the moment, but the genesis of the idea which influenced pioneers of other days has made such advances as convince many thoughtful people that the end is more than justified by the means that have so far been adopted. We need, perhaps, greater confidence in ourselves and more zeal for the cause in which we say we believe in order that the pace may be quickened and our gains consolidated.

It is true that the maintenance of these special workshops is very costly, and often-times seemingly the advantages they confer are disproportionate to the pure economic results that ensue, but if we look upon these institutions as in any degree whatever evolutionary in character we shall eventually discover and develop means whereby they will be able to give more material satisfaction to the employee, whilst in like manner the incidence of cost will be reduced.

I am confident that an overwhelming proportion of blind employees are anxious by their industry to secure such economic results as to relieve the local authorities of a substantial proportion of the expenditure that is now being incurred, whilst at the same time freeing themselves of the necessity of a dependence on subsidies, however large or small these grants may be. As I envisage the situation, no workshop management ought to be content merely to follow the old line mapped out for them in the days of prehistoric man, speaking, of course, metaphorically. That complete abandonment of hope or intention which so frequently characterizes many of these

One is not unmindful of the fact that in advocating the necessity for state and municipal action we are tacitly admitting that loss of vision exists in some degree limits our economic efficiency, but we need not in fact in some degree limit this aspect of our difficulty. It is obvious that special machinery must generally be improvised for dealing with any given situation with which we may be confronted. Indeed were it otherwise we should not be assembled here for the purpose of discussing the subject I have chosen and other cognate matters.

My view is, however, that we are apt to lay undue emphasis upon the limitations of non-seeing people rather than to concentrate upon their attainments. We emphasize unduly those limitations where they should not be permitted to intrude themselves and the consequence is that, consciously or not, barriers against the employment of the blind are erected, mainly because of the thoughtless attitude of approach.

This consideration leads me to the conclusion that the time has arrived when we should make an entirely new orientation of our problem which would involve the adoption of more practical means for the purpose of overcoming obvious difficulties. We need to exercise a more intelligent approach to this problem than we have hitherto bestowed upon it if that drastic revision and overhaul of the system is to have the desired results. It is realized by many of us that the special workshops for the blind must remain an integral part of welfare work for a very long time. Its existence is not merely to be tolerated, for it is not the insignificant contribution to social well-being which some of our guides, philosophers and friends would have us believe. Remember that this workshop movement has given us the first tangible evidence of the fact that the capacities of non-seeing people can be so developed and stimulated as to make a sensible economic contribution to self-maintenance. We may be far removed from the ideal of entire material independence at the moment, but the genesis of the idea which influenced pioneers of other days has made such advances as convince many thoughtful people that the end is more than justified by the means that have so far been adopted. We need, perhaps, greater confidence in ourselves and more zeal for the cause in which we say we believe in order that the pace may be quickened and our gains consolidated.

It is true that the maintenance of these special workshops is very costly, and often-times seemingly the advantages they confer are disproportionate to the pure economic results that ensue, but if we look upon these institutions as in any degree whatever evolutionary in character we shall eventually discover and develop means whereby they will be able to give more material satisfaction to the employee, whilst in like manner the incidence of cost will be reduced.

I am confident that an overwhelming proportion of blind employees are anxious by their industry to secure such economic results as to relieve the local authorities of a substantial proportion of the expenditure that is now being incurred, whilst at the same time freeing themselves of the necessity of a dependence on subsidies, however large or small these grants may be. As I envisage the situation, no workshop management ought to be content merely to follow the old line mapped out for them in the days of prehistoric man, speaking of course, metaphorically. That complete abandonment of hope or intention which so frequently characterizes many of these

administrations is the most disquieting factor of which I have any knowledge. To look upon change and innovation as though they were twin evils to be combatted and condemned is a distressing symptom of modern administration, but to be complacent when there is no kind of justification for this ease and contentment is a grievous fault.

No one can possibly suggest that our problem is easy of solution. Only the facecious quack or the charlatan who claims arrogantly to provide a specific for every social ill can possibly make such a worthless submission. Managers of workshops themselves are not necessarily to blame for the present situation. If blame there be, it must be shared by those who are responsible for giving directions to the executive officers of these organizations. Unfortunately many of these good people are so preoccupied with their own affairs that the vital aspects of the problem with which they are confronted are seldom properly appreciated or understood. Workshop managers, however, have a distinct duty to perform in this connection, though it is difficult of execution. They must not only be interested themselves in the progressive development of their undertakings, on other days than that which brings their salary cheques, but they must be alert, intelligent people, ever disposed to make experiments, even though success may sometimes appear to be far away.

Had this attitude of mind been more characteristic of our administrations in the past we would have accomplished much in the direction of placing blind people in lucrative posts. Who has a right to say that an intelligent blind man or woman, endowed with a reasonable amount of capacity, should be almost entirely shut out from the exercise of administrative responsibilities? Should there not be reasonable opportunities for competent employees to act as salesmen and organizers in all these undertakings? Who will presume to say that we have done all that is necessary in the direction of employing competent non-seeing persons to discharge the routine clerical services incidental to the conduct of our business undertakings? My suspicion is that you will not display the right amount of confidence in their capabilities then how can you expect an ordinary employer to do so? It is all very well to try to find relief from the responsibility by suggesting that people in London are said to be investigating new occupations for the employment of the blind, but you cannot escape from the dilemma by the adoption of such a subterfuge. The responsibility is yours and mine and we must surely make up our minds without further delay as to the part we propose to undertake in this much overdue task.

My observations are not intended to be harsh or unkind, nor are they directed to show that every available position in an institution or organization undertaking blind welfare work can be efficiently manned by the blind themselves. I have no desire to see the establishment of a monopoly either on one side or the other, but I do ardently desire a practical co-partnership for the conduct of these services. Experience has taught me that this monopoly idea is a hopeless fallacy and only exists in the minds of those who have neither knowledge nor experience of the requirements of the situation. It is foolish to encourage such a notion and tends to destroy even an approach to that co-operation which should exist in all well-managed undertakings.

administration is the most disquieting factor of which I have any knowledge. To look upon change and innovation as though they were twin evils to be avoided and condemned is a disquieting symptom of modern administrative attitude, but to be complacent when there is no kind of justification for this ease and contentment is a grievous fault.

No one can possibly suggest that our problem is easy of solution. Only the faceless duck or the charlatan who claims arrogantly to provide a specific for every social ill can possibly make such a worthless submission. Managers of workshops themselves are not necessarily to blame for the present situation. If blame there be, it must be shared by those who are responsible for giving directions to the executive officers of these organizations. Unfortunately many of these good people are so preoccupied with their own affairs that the vital aspects of the problem with which they are confronted are seldom properly appreciated or understood. Workshop managers, however, have a distinct duty to perform in this connection, though it is difficult of execution. They must not only be interested themselves in the progressive development of their undertakings, on other days than that which brings their salary cheques, but they must be alert, intelligent people, ever disposed to make experiments, even though success may sometimes appear to be far away.

Had this attitude of mind been more characteristic of our administrations in the past we would have accomplished much in the direction of placing blind people in lucrative posts. Who has a right to say that an intelligent blind man or woman, endowed with a reasonable amount of capacity, should be almost entirely shut out from the exercise of administrative responsibilities? Should there not be reasonable opportunities for competent employees to act as assistants and organizers in all these undertakings? Who will presume to say that we have done all that is necessary in the direction of employing competent non-seeing persons to discharge the routine clerical services incidental to the conduct of our business undertakings? My suspicion is that you will not display the right amount of confidence in their capabilities then how can you expect an ordinary employer to do so? It is all very well to try to find relief from the responsibility by suggesting that people in London are said to be investigating new occupations for the employment of the blind, but you cannot escape from the dilemma by the adoption of such a subterfuge. The responsibility is yours and mine and we must surely make up our minds without further delay as to the part we propose to undertake in this much overdue task.

My observations are not intended to be harsh or unkind, nor are they directed to show that every available position in an institution or organization undertaking blind welfare work can be efficiently manned by the blind themselves. I have no desire to see the establishment of a monopoly either on one side or the other, but I do ardently desire a practical co-partnership for the conduct of these services. Experience has taught me that this monopoly idea is a hopeless fallacy and only exists in the minds of those who have neither knowledge nor experience of the requirements of the situation. It is foolish to encourage such a notion and tends to destroy even an approach to that co-operation which should exist in all well-managed undertakings.

My firm conviction is that every organization worthy of the name should assume responsibility for the employment of competent blind persons in any and every sphere of activity where their abilities can be turned to useful account, and if any preference has to be given it should always be extended to them. But my opinion is quite definite that there is room in the service in all its branches for the employment of both blind and seeing officers and I hold that one is a necessary complement to the other. Yes, I go further than this and say that the one is indispensable to the other by reason of the fact that each possesses something that the other does not own. I lay special emphasis on this aspect of our problem, because in all honesty and sincerity I do say to you that in this respect at least we are guilty of a very serious dereliction of duty.

I do not agree that my remarks are being addressed entirely to the converted. Were that so the fruits of our enterprise would be very different from what they are today.

Let us look for a moment or two at the subject from another angle. The special workshop maintains its rightful place in the scheme of things, but it is a wholly false premise to assume that it should be regarded as the only avenue of affording remunerative employment. We are all conscious of the fact that these undertakings are very costly to maintain. If a man or woman at 21 years of age elects to enter a workshop where permanent employment is made available, the expectation of life being what it is, at least from 30 to 40 years, it follows that you are committing the appropriate local authority to a total expenditure of anything from 1,200 pounds to 1,600 pounds for augmentation of wages alone.

Am I wrong then, when I urge that these men and women ought not lightly to be thrust into workshop employment regardless of any attempt to explore other avenues of useful occupations? Work they must have; it should be made as remunerative and as congenial as possible. Therefore when we are thinking of a vocation it is a matter of extreme importance both to the organization and to the individual that every care should be exercised in securing the correct medium. (To be continued) *See next page.*

As I see it is not to make these people silly-silly a charge either upon the state or the local authority or both, but as to labour as to secure for them that economic freedom and independence which shall be the reasonable reward of their industry.

I belong to that school of thought which, in season and out of season, has advocated the necessity for state intervention and municipal assistance for the blind. I have no regret on this score, but I have never dissented from the fact that the ultimate goal of our economic freedom would not be reached by this road alone. It was necessary in the past to work for conditions which would yield a more stable and satisfactory standard of life than the voluntary system was capable of providing. Assuming from this assumption we are surely justified in urging now that our mental and moral horizon should be so widened as to enable us to look at the available possibilities opened up to us by reason of enlarged opportunities afforded by our educational system.

My firm conviction is that every organization worthy of the name should assume responsibility for the employment of competent blind persons in any and every sphere of activity where their abilities can be turned to useful account, and if any preference has to be given it should always be extended to them. But my opinion is quite definite that there is room in the service in all its branches for the employment of both blind and seeing officers and I hold that one is a necessary complement to the other. I go further than this and say that the one is indispensable to the other by reason of the fact that each possesses something that the other does not own. I lay special emphasis on this aspect of our problem, because in all honesty and sincerity I do say to you that in this respect at least we are guilty of a very serious dereliction of duty.

I do not agree that my remarks are being addressed entirely to the converted. Were that so the fruits of our enterprises would be very different from what they are today.

Let us look for a moment or two at the subject from another angle. The special workshop maintains its rightful place in the scheme of things, but it is a wholly false premise to assume that it should be regarded as the only avenue of affording remunerative employment. We are all conscious of the fact that these undertakings are very costly to maintain. If a man or woman at 21 years of age elects to enter a workshop where permanent employment is made available, the expectation of life being what it is, at least from 30 to 40 years, it follows that you are committing the approximate local authorities to a cost of about £1,200 pounds for augmentation of wages alone.

Digitized by the Internet Archive
in 2016

As I wrote then, when I urge that these men and women ought not lightly to be thrust into workshop employment regardless of any attempt to explore other avenues of useful occupations? Work they must have; it should be made as remunerative and as congenial as possible. Therefore when we are thinking of a vocation it is a matter of extreme importance both to the organization and to the individual that every care should be exercised in securing the correct medium. (To be continued)

THE EMPLOYMENT PROBLEM

By Pen Purse

(Concluded)

(Taken from the Tribune for December, 1935.)

The proper discharge of responsibilities towards a prospective blind employee is not merely the concern of workshop managers, or shall I say, it should not be wholly the concern of workshop managers. The interests of the organizations of the area are here involved and I would like to see regional committees set up for the purpose of giving proper help and guidance in respect of the employment of all eligible blind persons. In other words, when this problem of employment is merely considered by any particular workshop management the attitude to be adopted is almost exclusively determined by the ability of the management to employ this man or that woman within the four walls of the institution. My submission is that the misfits of our social and industrial system arise in consequence of the limited ambit within which we strive to deal with factors that of necessity are outside this ambit and cannot be dealt with under the limitations we impose. I desire that workshop employment should be one of a number of alternative phases of usefulness, and I rebel unequivocally against the assumption that the limitations of blindness are such as to render these special institutions the only avenues through which a decent standard of life may be secured.

The average blind man whom I want to meet, and whose acquaintance you desire to cultivate is the individual who in spite of his disability can be made to enjoy the full stature of citizenship. So long as he is a public charge as a subsidised person, his status of citizenship is always a qualified condition. I yearn for arrangements which will place the competent blind man or woman in an occupation where he or she can give approximately the same economic value or service in return for remuneration as that provided by a seeing person of like attainments. Need I here emphasize the point that my concern today is with approximately 16 per cent of the blind community who are competent to engage in useful avocations.

The ideal as I see it is not to make these people willy-nilly a charge either upon the state or the local authority or both, but so to labour as to secure for them that economic freedom and independence which shall be the reasonable reward of their industry.

I belong to that school of thought which, in season and out of season, has advocated the necessity for state intervention and municipal assistance for the blind. I have no regret on this score, but I have never disguised from myself the fact that the ultimate goal of our economic freedom could not be reached by this road alone. It was necessary in the old days to work for conditions which would yield a more stable and satisfactory standard of life than the voluntary system was capable of providing. Proceeding from this assumption we are surely justified in urging now that our mental and moral horizon should be so widened as to enable us to look at the available possibilities opened up to us by reason of enlarged opportunities afforded by our educational system.

...of workshop managers, or what I call
the concern of workshop managers. The interests of the
as are here involved and I would like to see
the purpose of giving proper help and advice in
employment of all eligible blind persons. In other words,
system of employment is merely considered by any individual
represent the attitude to be adopted in almost exclusively determining
of the management to employ this man or that woman.
of the institution. My suggestion is that of

and industrial system arise in consequence of the
of we strive to deal with factors that of necessity
that cannot be dealt with under the limited
that workshop employment should be one
of usefulness, and I feel unequivocally
of actions of blindness are such as

to cultivate is the individual who is
enjoy the full status of citizenship.
as a disabled person, his status is
I venture on arguments which will place him on a par with
woman in an occupation where he or she
his value or service in return for remuneration
reason of like attainments. Now I have
today is with approximately 10 per
important to engage in useful avocations

ideal as I see it is not to make blind persons self-sufficient
upon the state or the local authority or
of them that economic freedom and independence
while reward of their industry.

I belong to that school of thought which, in reason and out of reason,
advocated the necessary for state intervention and substantial assistance
the blind. I have no regret of this course, but I have never dreamed
the fact that the ultimate goal of our economic system could
reached by this road alone. It was necessary in the effort to reach
visions which would yield a more stable and satisfactory situation of
the voluntary system was capable of providing. Accordingly, from
vision we are again justified in urging that our mental and
solution should be so widened as to enable us to look at the existing
difficulties opened up to us by reason of enlarged competition stimulated
educational system.

After careful investigation I am satisfied that there is no country in the world that has done or is doing more to alleviate the conditions of the blind than is being successfully undertaken in this little island of ours. I say this with no sense of arrogant superiority, because I am only too conscious of our limitations. In England by the imposition of the disablement law under which employers under the old regime were required to absorb 2 per cent of all disablement in that country, a considerable degree of success attended that effort. For the time being that is past history, and now the principle of *laissez faire* is once more predominant. The totalitarian state is less concerned than heretofore to protect these handicapped members of the community. The state relieved itself of certain legitimate obligations by thrusting them upon the employers, albeit with more satisfactory results than are now being realized.

In America the special workshops for the blind are but a part and by no means the most significant part of schemes of social welfare. Endeavors are made, systematic and persistent, to find openings in the professions and in industry in which competent blind persons may play a useful part, and no one with knowledge of the subject will grudge them the magnificent results that have been secured. I cannot believe, however, that any solution of our problem will be attained by seeking to impose masses of blind workers on any section of industrial or commercial life. Even were it possible so to do, the results I fear would be disastrous.

Fortunately our problem is not of sufficient magnitude to warrant the adoption of such procedure. I have stated already that the numbers with which we have to deal are within compassable dimensions, and my conviction is that by quietly and unobtrusively placing a blind man or woman here and there in spheres of employment for the the pursuit of which they are eminently fitted we shall attain that steady degree of progress and absorption which is all that is necessary.

Wage conditions will most properly be determined by arrangements that persist in the various occupations, and I have never found a disposition on the part of employers where such placements have been made to take advantage of the handicap of the blind workers who have been so employed. In other words I do not feel that we have at our command such facilities as will enable us to say without qualification that we can place any given number of non-seeing people in this or that occupation.

Numbers of professional men and women are securing the training necessary to enable them to perform certain duties. They are steadily proving their worth and being absorbed. When one thinks of the limited opportunities that were afforded fifteen or twenty years ago and contrasts the situation with that prevailing today it is easy to show that substantial progress is being made. There are more men in the Anglican Church and in the free churches than at any previous period of which we have knowledge. A much larger number of blind men have taken law and are practising with tolerably satisfactory results than heretofore. More stenographers and typists are being employed by counties and county borough authorities and by large business houses than at any other time. Similarly more telephone operators are engaged. It must not be inferred from the foregoing statement that all these possibilities have been exhausted; they are merely encouraging factors of the present situation and an indication of progress.

...and, therefore, because I am not...

...in England by the possession of the...

...under the old regime were required to...

...I distinguish in that country, a...

...effort. For the time being that is...

...I believe there is some more...

...less concerned that hereafter to...

...ity. The state relieved itself of...

...ating them even the employers, albeit with...

...the new belief, realized.

...America the essential weakness for the blind...

...the most significant part of schemes of...

...the, systematic and, persistent, to...

...in industry in which constant blind...

...to the with knowledge of the subject...

...that have been reached. I cannot...

...problem will be obtained by seeking...

...section of industry or a particular...

...the results I fear will be...

...Fortunately, our problem is not of...

...of such procedure. I have stated...

...of we have to deal are within...

...is that by itself and unobtrusively...

...in spheres of employment for the...

...listed we shall attain that steady...

...is all that is necessary.

...let in the various cases...

...and of employers there...

...a handling of the blind workers...

...I do not feel that we have...

...to us to say without qualification...

...being people in this or that...

...to them to produce certain...

...and being absorbed. Then one...

...I was absorbed fifteen or twenty...

...that prevailing today it is...

...match. There are more men in...

...does than at any previous period...

...number of blind men have taken...

...I do not believe that the...

...employed by countries and cannot...

...course than at any other time...

...I must not be influenced from the...

...to be explained; the same...

...me on in the history of...

Our organizations for the blind can do more to stimulate employment in other directions and in some of the avenues mentioned above when they themselves have confidence in the capabilities of those for whose training they are responsible. That confidence must of necessity have its repercussions because their example will be followed by many other agencies by reasons of the palpable demonstrations that have thus been afforded.

Realizing that I was coming here today, I asked the employment officer at the National Institute for the Blind to tell me something, however briefly, of the work in which he is engaged. Mr. Ridding says "modern methods of production make it possible for blind workers to do more and not less work. The increasing use of fully and semi-automatic power-driven machinery is an advantage and not a disadvantage to the blind workers. If any placement in sighted workshops can be achieved it is more likely to be done by carrying out individual operations or processes exclusively by blind workers, than by sprinkling individual blind workers amongst a variety of processes alongside sighted workers." It may be true that whilst we are confronted with so much unemployment in the country, there is a natural disinclination to try experiments outside our organizations, but we can at least be preparing for the return of more propitious times by providing the appropriate education and training. Our employment officer was appointed two years ago, during which period he has investigated many possible industries. During the past year out of sixteen possible occupations four have been reported on favorably, the number of satisfactory reports during the previous year being three. These occupations are as follows: the manufacture of soap, cardboard box-making, the manufacture of tiles, fireplace surrounds and curbs, the making of pre-cast breeze slabs, blocks and bricks, window sash hinges, hand-made cigarettes, and key-cutting. Experiments are proceeding in connection with the manufacture of window sash hinges and hand-made cigarettes, and it is hoped that experiments will shortly be started in connection with the manufacture of soap and cardboard boxes. Investigations are continuing in eight industries, of which three--the manufacture of waste rubber mats, woven fibre furniture, and artificial flowers--show prospects of favorable results.

A number of our friends quite legitimately complain of the slow rate of progress that is being registered in this and kindred ways. They are naturally impatient of results, and I share in a considerable degree that impatience. We must now, however, be unduly precipitate. Many obstacles have to be overcome that do not present themselves until experimentation has actually commenced, and I assure you from intimate knowledge that the name of these snags and difficulties is legion.

At the opening of my statement I told you that I had no new-fangled specific to offer for the solution of all our difficulties. It is only by courageous effort and enterprise that we can possibly hope to stimulate and broaden the basis of employment, and it is futile merely to criticise and despise the means now being adopted. Better by far that each and every one of us should get down to this business more seriously and by our suggestions and active influence strive to stimulate and hasten the rate of progress.

We stand today on the confines of a troubled and harassed world. It may be that our cherished ideals cannot immediately be brought to full

...in these few lines...
...possibly has the power...
...by many other agencies...
...thus been established.

...here today, I asked the employer of...
...blind to tell me...
...work in which he is engaged. Mr. ...
...question make it possible for blind workers to do some and not...
...The increasing use of fully and semi-automatic power-driven...
...is an advantage and not a disadvantage to the blind workers.
...placement in sighted workshops can be achieved it is more likely to be...
...carrying out individual operations or processes exclusively by blind...
...then by springing individual blind workers among a variety of...
...cases alongside sighted workers." It may be said that this will...
...handed with much unemployment in the country, there is a...
...information to try experiments outside our organization...
...it be possible for the blind to work outside...

...ago, during which period he has investigated...
...the past year out of sixteen possible countries on the...
...ted or favorably, the number of satisfactory reports during the...
...being three. These occupations are as follows: the manufacture of soap,
...rboard box-making, the manufacture of ties, fireplace stoves and...
...ages, hand-made cigarettes, and key-cutting. Experiments are proceeding...
...connection with the manufacture of window sash hinges and hand-made...
...metals, and it is hoped that experiments will shortly be started in...
...section with the manufacture of soap...
...working in eight industries, of which these--the manufacture of...
...state rubber wares, woven fibre furniture, and artificial flowers--were...

A number of our friends who legitimately complain of the slow rate of...
...as that is being neglected in this and kindred ways. They are naturally...
...sient of results, and I share in a considerable degree that impatience.
...not, however, be unduly precipitate. Many of us have to be...
...come that do not content themselves until experimentation has actually...
...sessed, and I assure you that intimate knowledge that the name of these...
...and difficulties is legion.

...of my statement I told you that I had no new-found...
...to offer for the solution of all our difficulties. It is only by...
...effort and enterprise that we can possibly hope to eliminate...
...the basis of employment, and it is this task to which...
...regard the means not being debated. Better for us that we should...
...we should get down to this business more seriously and in an...
...active influence strive to stimulate and hasten the progress of...
...the confines of a troubled and harassed world. It...
...these ideas cannot immediately be brought to fulfil...

fruition. Let us see to it, however, that by our active interest and by our scheming and contriving we make ready the machinery and prepare the personnel for the more prosperous days which we hope will sooner than later enable us to realise our dreams of a better and happier future for the handicapped folk of this and other lands.

I cannot do better than conclude with an admonition employed by the great Edmund Burke and uttered some 150 years ago:—

"We may suffer great detriment by being open to every talker. It is not to be imagined how much service is lost from spirits full of activity and full of energy who are pressing forward to great and capital objects when you oblige them to be continually looking back. Whilst they are defending one service they defraud you of a hundred; applaud us when we run; console us when we fall; cheer us when we recover; but let us pass on—for God's sake, let us pass on."

friction. Let us see to it, however, that by our active interest and by our scheming and contriving we make ready the machinery and prepare the personnel for the more prosperous days which we hope will sooner than later enable us to realise our dreams of a better and happier future for the handicapped folk of this and other lands.

I cannot do better than conclude with an admonition employed by the great Edmund Burke and uttered some 180 years ago:--

"We may suffer great detriment by being open to every falter. It is not to be imagined how much service is lost from spirits full of activity and full of energy who are pressing forward to great and capital objects when you oblige them to be continually looking back. Whilst they are defending one service they betray you of a hundred; applaud us when we run; console us when we fall; cheer us when we recover; but let us pass on--for God's sake, let us pass on."

HV1947 PURSE, BEN C.1
P THE EMPLOYMENT PROBLEMS OF
THE BLIND.

Date Due			

HV1947 C.1

P

AUTHOR PURSE, BEN

TITLE THE EMPLOYMENT PROBLEM OF THE
BLIND.

DATE DUE

BORROWER'S NAME

Bno-Dart INDUSTRIES

Newark, 8, N.J. - Los Angeles 25, Calif.
Toronto 6, Ontario

Made in U.S.A.

